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RETIREMENT  
5-YEAR PROJECTION OF NUMBERS OF EMPLOYEES  
WHO WILL ATTAIN RETIREMENT ELIGIBILITY

CHARTS

The attached charts depict the age distribution of Agency personnel and estimate the numbers of staff employees who will become eligible for optional retirement during each of the next five years.

There are 5 charts:

TAB A - Shows the age distribution of all staff personnel by year of age as of 31 December 1962.

TAB B - Projects the total number of Agency employees who will become eligible for optional retirement annually from 1963 through 1967. Separate colors show the numbers in each of the 3 retirement categories: (1) age 60 with 30 or more years of Federal service; (2) age 62 with 5 or more years of Federal service; and (3) age 50 with at least 20 years Federal service of which 5 or more were spent overseas with CIA. (This is the assumption used for determining eligibility for optional retirement under CIA's proposed "early retirement" system.)

TAB C - Projects the annual number of DDP employees who will become eligible for optional retirement - 1963 through 1967.

TAB D - Projects DDI retirements - 1963 through 1967.

TAB E - Projects DDS retirements - 1963 through 1967. (estimates include Comptroller and General Counsel)

SUMMARY

Estimated Numbers of Agency Employees Attaining Eligibility for Optional Retirement - 1963 through 1967.

<u>YEAR</u>
1963
1964
1965
1966
1967
TOTALS

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OBSERVATIONS

The chart on age distribution reveals that on 31 December 1962:

- The average age of all staff employees was 35.5.
- 42% of all staff employees were between the ages of 35 and 49.
- only 11% of the staff were age 50 or above.

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The retirement charts show that:

- with the exception of 1963 (which includes a carry-over of eligibles from preceding years), fewer than 1% of the Agency's employees will become eligible for optional retirement during each of the next 5 years.
- of those who do attain eligibility, relatively few will be in the "age 60 - 30 years of service" category. A far higher proportion will be in the "age 62 - 5 years of service" group.
- the new "early retirement" system will have little impact on optional retirements during 1963-1967.
- variations among Deputy Directorates in the percentages of employees becoming eligible for retirement during 1963-1967 will be extremely small. Even the variations in the categories of eligibles are smaller than might have been supposed.

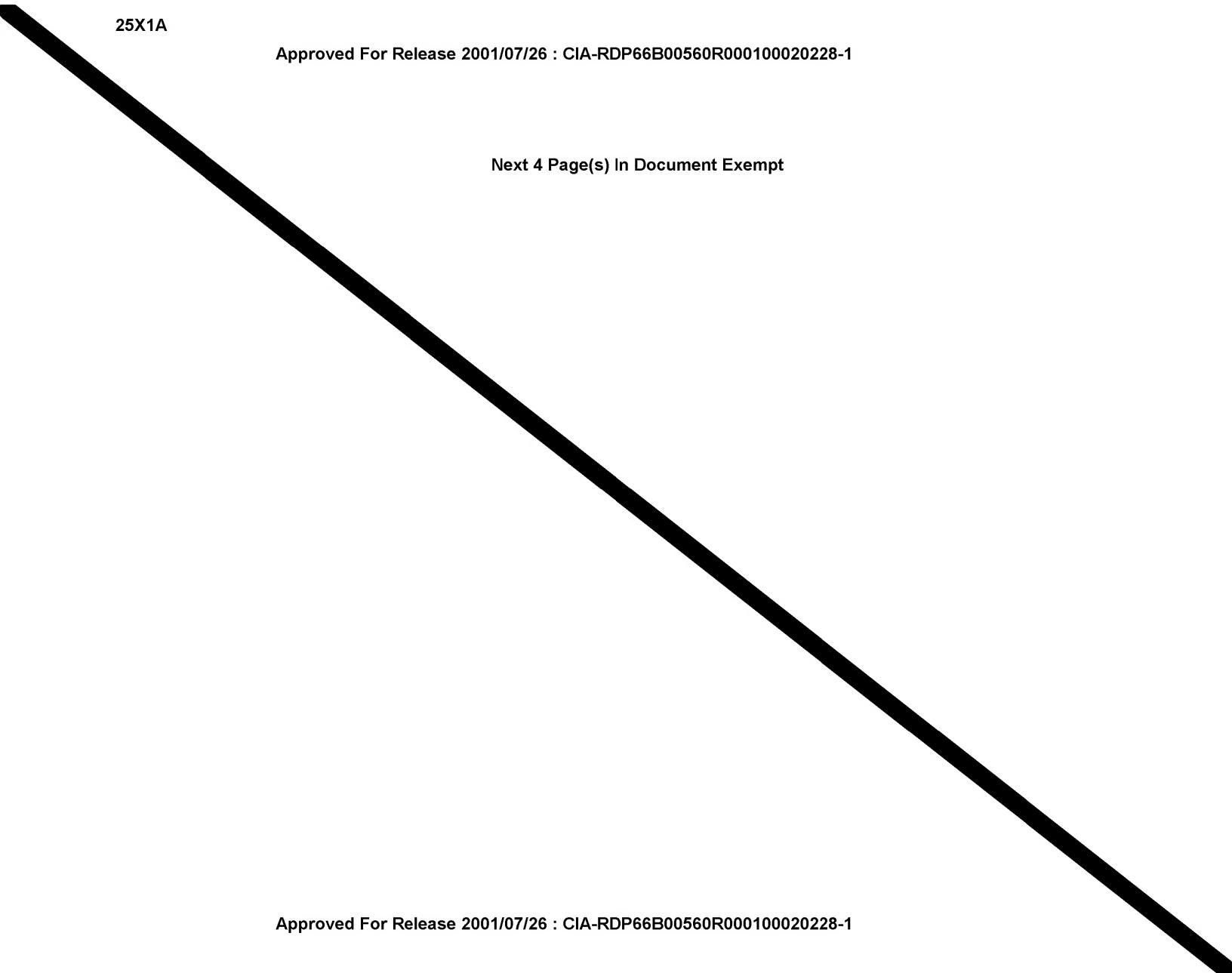
#### CONCLUSIONS

The attached charts tell a fairly simple story: there won't be many optional retirements during the next five years - even with early retirement legislation - because ours is an Agency of predominantly "mid-career" employees. Not many are in the "50 plus" age bracket and, of those who are, very few can meet overseas service requirements for "early" retirement. Thus, until a few more years have passed, optional retirements won't constitute a major personnel activity.

This report was prepared primarily to illustrate the near-term effects of early retirement legislation. More importantly, however, it is a prelude to other studies that will examine the longer-term implications of an age structure in our Agency which finds so many individuals, especially professionals, concentrated in the narrow age span between 35 and 45.

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